DOCUMENT RESUME

ED 275 249 HE 019 749

AUTHOR Howe, Richard D.; Simmons, David N.
TITLE Salary-Trend Study of Faculty in Foreign Languages for the Years 1982-83 and 1985-86.
INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE 86
NOTE 15p.; For related documents, see HE 019 731-769.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Academic Rank (Professional); College Faculty; College Programs; Comparative Analysis; Departments; *Full Time Faculty; Higher Education; Intellectual Disciplines; *Language Teachers; Private Colleges; *Second Language Instruction; State Colleges; *Teacher Salaries; Trend Analysis

ABSTRACT

Average salary increases for 4,170 faculty in the field of foreign languages are reported for 1982-1983 and 1985-1986, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 108,074 faculty at 174 public colleges and 193 private colleges, representing 41 academic disciplines. In 1982, 145 public and 149 private colleges reported on foreign language faculty salaries, while 150 public and 156 private colleges reported in 1985. Between 1982 and 1985, average salaries of faculty in this field increased 17.6% at public colleges and 18.4% at private colleges. The average salary for foreign language faculty was below the average faculty salary in the other 40 disciplines (3% below for public colleges and 7% below for private colleges). Included is information on: the number of faculty by academic rank, including new assistant professors, salaries by academic rank, the ratio of average salaries to total average salaries of all public and private colleges in both years studied, comparisons between the 2 years and with the Consumer Price Index of changes in cost-of-living, and comparisons with 40 other disciplines. The disciplines and participating institutions are listed. (SW)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED275249

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES FOR THE YEARS 1982-83 AND 1985-86

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1985-86. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines including foreign languages. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of foreign languages in the CIP is as follows:

> A summary of groups of instructional programs that describe the structure and use of language that is common or indigenous to people of the same community or nation, the same geographical area, or the same cultural traditions; including such features as sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thoughts and feelings through oral and written language.

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1982-83 to and including the "trend year" of 1985-86 for both public and

HE019749

1 "PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Richard D. Howe
Appalachian State Univ
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

private institutions. Of the 227 institutions which participated in CUPA's PUBLIC (AASCU) study of 1982-83, 174 also participated in 1985-86. Data from those same 174 institutions were used in both the baseline year and the trend year. Of the 299 institutions which participated in CUPA'S PRIVATE study of 1982-83, 193 also participated in 1985-86. Data from those same 193 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in foreign languages for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1982-83 and 1985-86) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51½ percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor of foreign languages in the 1982-83 public study means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1982-83, PUBLIC 1985-86, PRIVATE 1982-83 and PRIVATE 1985-86. For example, a SALARY FACTOR of .98 for assistant professors in the discipline/major field of foreign languages in the 1982-83 public study means that their salaries are 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1982-83 or 1985-86). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 41 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages with the entire data base.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1982-83 and the "trend year" of 1985-86 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1982-83:								FOREIGN LANGUAGES										
AVERAGE SALARY:	31721	380	109	25645	421	120	21289	302	113	18451	19	16	16915	72	45	25955	1175	145
FAC MIX PCT:	0.32			0.36			0.26			0.02			0.06			1.00		
SALARY FACTOR:	0.98			0.98			0.98			0.87			0.95			0.98		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	32388	11542		26256	11188		21826	9574		21240	1268		17727	2833		26376	35137	174
FAC MIX PCT:	0.33			0.32			0.27			0.04			0.08			1.00		
PUBLIC, 1985-86:								FOREIGN LANGUAGES										
AVERAGE SALARY:	37742	410	110	30139	422	125	24209	323	116	21832	42	32	19552	69	43	30524	1224	150
FAC MIX PCT:	0.33			0.34			0.26			0.03			0.06			1.00		
SALARY FACTOR:	0.99			0.97			0.93			0.87			0.94			0.97		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38313	14197		31105	12327		26030	10424		25238	1541		20871	2867		31610	39815	174
FAC MIX PCT:	0.36			0.31			0.26			0.04			0.07			1.00		
PRIVATE, 1982-83:								FOREIGN LANGUAGES										
AVERAGE SALARY:	30685	217	98	24407	307	109	19728	281	107	16426	33	18	15917	53	32	23938	858	149
FAC MIX PCT:	0.25			0.36			0.33			0.04			0.06			1.00		
SALARY FACTOR:	0.94			0.96			0.96			0.81			0.96			0.95		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	32762	4505		25294	4894		20633	5201		20374	739		16552	1223		25213	15823	193
FAC MIX PCT:	0.28			0.31			0.33			0.05			0.08			1.00		
PRIVATE, 1985-86:								FOREIGN LANGUAGES										
AVERAGE SALARY:	35430	246	103	28403	328	114	22611	258	102	20695	35	26	18755	81	41	27803	913	156
FAC MIX PCT:	0.27			0.36			0.28			0.04			0.09			1.00		
SALARY FACTOR:	0.92			0.96			0.93			0.87			0.97			0.93		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38629	5175		29556	5423		24241	5444		23887	843		19277	1257		29850	17299	193
FAC MIX PCT:	0.30			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1982-83 AND 1985-86

In the PUBLIC 1982-83 salary study ir the above table, the reader may note that the discipline/major field of foreign languages was reported in 145 of the 174 public (AASCU) institutions. The average salary of the 1,175 faculty was $25,955. This average salary was approximately 2 percent (0.98) lower than the average salary of $26,376 for all 35,137 faculty in ALL MAJOR FIELDS in the 1982-83 public study.

In the PUBLIC 1985-86 salary study in the above table, the discipline/major field of foreign languages was reported in 150 of the same 174 public (AASCU) institutions. The average salary of the 1,224 faculty was $30,524. This average salary was about 3 percent (0.97) lower than the average salary of $31,610 for all 39,815 faculty in ALL MAJOR FIELDS in the 1985-86 public study.

The increase in average salaries for all faculty in foreign languages after three years in the public institutions studied was 17.6 percent ($30,524 minus $25,955 equals $4,569). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.9 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 19.8 percent ($31,610 minus $26,376 equals $5,234). In comparison to the discipline/major field of foreign languages (17.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.2 percent (19.8% minus 17.6% equals 2.2%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is higher at the professor rank than at the assistant professor rank in the public studies for 1982-83; 0.32 vs. 0.26

respectively; and for 1985-86, 0.33 vs. 0.26 respectively. This is similar to the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies: 0.33 vs. 0.27 (1982-83) and 0.36 vs. 0.26 (1985-86) respectively.

Finally, the hiring rate of new assistant professors in foreign languages in the 1982-83 public study was: 1.6 percent (19/1,175) in 1982-83 vs. 3.6 percent (1,268/35,137) in ALL MAJOR FIELDS. The hiring rate of new assistant professors in foreign languages in 1985-86 was 3.4 percent (42/1,224) vs. 3.9 percent (1,541/39,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of foreign languages was less than for ALL MAJOR FIELDS in both of the public studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1982-83 AND 1985-86

In the PRIVATE 1982-83 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 149 of the 193 private institutions. The average salary of the 858 faculty was $23,938. This average salary was approximately 5 percent (0.95) lower than the average salary of $25,213 for all 15,823 faculty in ALL MAJOR FIELDS in the 1982-83 private study.

In the PRIVATE 1985-86 salary study in the above table, the discipline/major field of foreign languages was reported in 156 of the same 193 private institutions. The average salary of the 913 faculty was $27,803. This average salary was about 7 percent (0.93) lower than the average salary of $29,850 for all 17,299 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

The increase in average salaries for all faculty in foreign languages after three years in the private institutions studied was 16.1 percent ($27,803 minus $23,938 equals $3,865). The CPI of increased cost-of-living between October 1982 and October 1985 was 10.7 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.4 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.4 percent ($29,850 minus $25,213 equals $4,637). In comparison to the discipline/major field of foreign languages (16.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3% percent (18.4% minus 16.1% equals 2.3%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is lower at the professor rank than at the assistant professor rank in the private studies: 0.25 vs. 0.33 (1982-83) respectively; and 0.27 vs. 0.28 (1985-86) respectively. This is similar to that of ALL MAJOR FIELDS for both private studies: 0.28 vs. 0.33 (1982-83) respectively; and 0.30 vs. 0.31 (1985-86) respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages in the private studies was lower in comparison to the hiring rate in ALL MAJOR FIELDS both in 1982-83, 3.8 percent (33/858) vs. 4.7 percent (739/15,823) respectively; and in 1985-86, 3.8 percent (35/913) vs. 4.9 percent (843/17,299), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of foreign languages and compared that information with 40 other academic disciplines/major fields over a period of three years: the "baseline year" of 1982-83 and the "trend year" of 1985-86. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,170 faculty in the discipline/major field of foreign languages participated and were included in the overall total of 108,074 faculty in all 41 disciplines/major fields in all four studies. The same 174 public (AASCU) institutions and the same 193 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of foreign languages is currently (1985-86) 3 percent in the public study and 7 percent in the private study, below the overall average faculty salary of the other 40 disciplines/major fields. Foreign languages average faculty salary in the private institutions lagged behind that of the public institutions in both the 1982-83 study and the 1985-86 study.

Second, the CPI of October 1985, in comparison to the CPI of October 1982, indicates that the faculty in foreign languages, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Foreign languages average faculty salaries in both the public and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period by 2.2 percent and 2.3 percent, respectively. Both foreign languages faculty in the public and private institutions have some catching up

to do with their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of foreign languages the percentage of full professors in the public institutions is greater than that of the private institutions for both of the trend years. The percentage of assistant professors is greater in the private institutions compared to the public institutions for both of the study years. In both the public studies, the rank of full professor has a slightly greater percentage than that of assistant professor. In both of the private studies the percentage of assistant professor is consistently higher than that of full professor. Although faculty in ALL MAJOR FIELDS in public institutions are being promoted faster than their colleagues in the private institutions, this does not seem to be the case in foreign languages. Both foreign languages faculty in the public and private institutions are being promoted at approximately the same rate. The hiring rate of new assistant professor is currently (1985-96) only 0.4 percent greater for the provate institutions compared to the public institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in foreign languages, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. David N. Simmons is a Research Associate in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
2) LIST OF PUBLIC Participating Institutions, page 11
3) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A.

OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ACCOUNTING

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS & MANAGEMENT

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MUSIC

MULTI-INTERDISCIPLINARY

NURSING

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY STUDIES

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 41

APPENDIX B.

CUPA Public (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Alabama State University (AL)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Augusta College (GA)
Black Hills State College (SD)
Boise State University (ID)
California State University, Dominguez Hills (CA)
California State University, Hayward (CA)
California State University, Long Beach (CA)
California State University, San Bernadino (CA)
California State University, Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chicago State University (IL)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
College of William and Mary (VA)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State University (MS)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fairmont State College (WV)
Fitchburg State College (MA)
Florida International University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State College (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State College (MI)
Harris-Stowe State College (MO)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jackson State University (MS)
Kennesaw College (GA)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State College (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Laredo State University (TX)
Lewis-Clark State College (ID)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Marshall University (WV)
Mary Washington College (VA)
Massachusetts Maritime Academy (MA)
Mayville State College (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University (PA)
Morehead State University (KY)
Murray State University (KY)
North Adams State College (MA)
North Carolina Agricultural & Technical State University (NC)
North Carolina Central University (NC)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State College (SD)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pittsburg State University (KS)
Purdue University at Calumet (IN)
Saginaw Valley State College (MI)

Participating Institutions (continued):

Salem State College (MA)
Salisbury State College (MD)
San Diego State University (CA)
Savannah State College (GA)
Shepherd College (WV)
Shippensburg University (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southern Technical Institute (GA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud University (MN)
State University College at Brockport (NY)
State University College at Geneseo (NY)
State University College at Plattsburgh (NY)
State University College of Arts & Sciences at Potsdam (NY)
State University of New York College at Cortland (NY)
Westfield State College (MA)
State University of New York College at Fredonia (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Alaska at Anchorage (AK)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Alabama (AL)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at Tyler (TX)
University of Texas of the Permian Basin (TX)
University of Toledo, The (OH)
University of West Florida (FL)
University of Wisconsin at Oshkosh (WI)
University of Wisconsin--La Crosse (WI)
University of Wisconsin--Stevens Point (WI)
University of Wisconsin--Stout (WI)
University of Wisconsin--Superior (WI)
Valdosta State College (GA)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Virginia College of Graduate Studies (WV)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
Winston-Salem State University (NC)
Youngstown State University (OH)

TOTAL: 174

APPENDIX C.

CUPA Private (AASCU) Faculty Salary Studies: 1982-83 and 1985-86

Participating Institutions

Adelphi University (NY)
Albertus Magnus College (CT)
Alfred University (NY)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Anna Maria College (MA)
Aquinas College (MI)
Aurora University (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker University (KS)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Bennett College (NC)
Bethel College (KS)
Bethune-Cookman College (FL)
Biola University (CA)
Bishop College (TX)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryan College (TN)
Bucknell University (PA)
Carnegie-Mellon University (PA)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Cedarville College (OH)
Central College (IA)
Chaminade University of Honolulu (HI)
Clark University (MA)
Clarkson University (NY)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame (CA)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MN)
Converse College (SC)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davis and Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Drake University (IA)
Drew University (NJ)
Eckerd College (FL)
Elmira College (NY)
Ferrum College (VA)
Fontbonne College (MO)
Fort Wayne Bible College (IN)
Furman University (SC)
Gallaudet College (DC)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Graceland College (IA)
Hamilton College (NY)
Hamline University (MN)
Hampton University (VA)
Hanover College (IN)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Hood College (MD)
Hope College (MI)
Husson College (ME)
Illinois Benedictine College (IL)
Immaculata College (PA)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Carroll University (OH)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
King's College (PA)
La Roche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lambuth College (TN)

Participating Institutions (continued):

Lewis University (IL)
Lincoln Memorial University (TN)
Linfield College (OR)
Loyola College (MD)
Luther College (IA)
Lycoming College (PA)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marygrove College (MI)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McKendree College (IL)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Millikin University (IL)
Minneapolis College of Art and Design (MN)
Molloy College (NY)
Moravian College (PA)
Morris Brown College (GA)
Mount Mary College (WI)
Mount Marty College (SD)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Nazareth College at Kalamazoo (MI)
North Park College (IL)
Northwestern College (MN)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Park College (MO)
Pepperdine University (CA)
Phillips University (OK)
Point Loma Nazarene College (CA)
Presbyterian College (SC)
Princeton Theological Seminary (NJ)
Principia College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rice University (TX)
Rider College (NJ)
Rockford College (IL)
Roosevelt University (IL)
Rust College (MS)
Sacred Heart University (CT)
Saint Joseph College (CT)
Saint Mary's College (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salve Regina--The Newport College (RI)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
St. Edward's University (TX)
St. Mary's College of California (CA)
St. Norbert College (WI)
Suffolk University (MA)
Susquehanna University (PA)
Thomas College (ME)
Trinity College (VT)
Trinity University (LA)
University of Dayton, The (OH)
University of Detroit (MI)
University of Laverne (CA)
University of Miami (FL)
Univeristy of Portland (OR)
University of San Diego (CA)
University of Scranton (PA)
University of Tampa (FL)
Ursuline College (OH)
Villa Maria College (PA)
Viterbo College (WI)
Voorhees College (SC)
Walsh College (OH)
Washington and Jefferson College (PA)
Waynesburg College (PA)
Wentworth Institute of Technology (MA)
West Virginia Wesleyan College (WV)
Western Conservative Baptist Seminary (OR)
Westmar College (IA)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wittenburg University (OH)

TOTAL: 193